

- Energetic, passionate, and diverse team who work together to promote diversity, equity, and inclusion throughout our organization and community
- Grows an inclusive organizational culture that practices authentic communication and fosters mutual respect
- Finds ways to ensure decision-making and employee opportunities are fair and equitable
- Challenges and addresses systemic racism and policies negatively influencing our service delivery
- Acts as a bridge and champion for diverse community member engagement and access to city services

IDEAL QUALITIES OF TEAM MEMBERS:

- Champion and advocate for racial justice, equity, inclusion and access
- Humility and curiosity to continually learn and engage in self-reflection
- Lived experiences or basic understanding of diversity, equity and inclusion principles and issues
- Collaborative when working across differences and organizing for collective results
- Can positively engage in conversations about race, gender, culture, sexual orientation, socioeconomic status, ability, and age, among other factors of identity

EXPECTATIONS/TIME COMMITMENTS:

- Appointed now through end of 2022
- Can be an employee at any level or tenure
- Participate in monthly meetings and activities, as well as sub-committees or training, 4 – 6 hours per month
- Help coordinate or organize cultural exchange or educational events, inside or outside the city, at least once per year
- After sufficient training, help inform and implement strategy and plans to advance racial equity and social justice in their respective departments
- After sufficient training, provide leadership, facilitation, coaching, and technical assistance to departments or work area as goals and plans are developed

LIKELY WORKPLAN FOR 2021-22

- Coordinate with external DEI consultant on:
 - Diversity and implicit bias training for leadership and City Council
 - Community outreach and engagement
 - Organizational equity needs assessment
 - Diversity strategic document
- Specialized DEI and facilitation training as desired and as schedules and resources permit
- Cultural celebrations, recognition, and DEI education among city staff

